

Chairman of the Board of Supervisors



Cui Lei Ping Supervisors

Directors, Supervisors, Senior Management and Staff



Directors, Supervisors, Senior Management and Staff (Continued)

1 CURRENT DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

(1) Profile of Directors



Mr. Jiang Chaoliang

Aged 48, joined the Bank in June 2004. He is Chairman of the Board. Mr. Jiang has served as Deputy Governor of Hubei Province, Assistant Governor of the People's Bank of China ("PBC") and Director of the General Office of the PBC, Governor of the Guangzhou Branch of the PBC and Director of the Guangdong Division of State Administration of Foreign Exchange ("SAFE"), and Governor of the Shenzhen Branch of the PBC and Director of the Shenzhen Division of SAFE. Mr. Jiang holds a master's degree in Economics.



Mr. Zhang Jianguo

Aged 51, joined the Bank in September 2001. He is Vice Chairman of the Board and President of the Bank. Mr. Zhang has served as Executive Vice President of the Bank, General Manager of the International Business Department and Deputy President of the Tianjin Branch of the Industrial and Commercial Bank of China. Mr. Zhang holds a master's degree in Economics.



Mr. Li Jun

Aged 49, joined the Bank in October 1990. He is an Executive Director of the Board and Executive Vice President of the Bank. Mr. Li has served as Controller General of the Bank and President of the Bank's Wuhan Branch. Mr. Li holds a master's degree in Economics.



Mr. Peng Chun

Aged 44, joined the Bank in January 1994. He is an Executive Director of our Board and Executive Vice President of the Bank. He has served as Assistant President of the Bank, President of Guangzhou Branch, President of Nanning Branch, and President of Urumqi Branch. Mr. Peng holds a master's degree in Economics.



Mr. Zhang Jixiang

Aged 52, joined the Bank in July 2004. He is an Executive Director of the Board and Secretary of our Board. Mr. Zhang has served as Inspector and Deputy Director of the General Department and Deputy Director of the Basic Construction Department of the Ministry of Finance of China. Mr. Zhang holds a PhD degree in Economics.



Mr. Hu Huating

Aged 48, joined the Bank in September 2004. He is a Non-executive Director of the Board. Mr. Hu has served as Director of the Bureau for Retired Officials and Deputy Director of the Economic Construction Department of Ministry of Finance of China. He graduated from Dongbei University of Finance and Economics.



Mr. Peter Wong Tung Shun

Aged 54, is a Non-executive Director of the Board. Mr. Wong is currently the General Manager of HSBC Group and an executive director of the Hongkong and Shanghai Banking Corporation Limited. Mr. Wong has served as Head of Consumer Banking for Hong Kong and China, Chief Executive for Hong Kong and Director of Greater China of Standard Chartered Bank, Director of Sales, Services, and Distribution Channels for North Asia of Citibank, and Chairman of the Hong Kong Association of Banks in 2004. Mr. Wong holds a master's degree in computer science and another master's degree in marketing and finance. Mr. Wong has acted as a Non-executive Director of the Board since August 2005.



Mr. William Fung Kwok Lun

Aged 57, is a Non-executive Director of the Board, Managing Director of Li & Fung Limited, Deputy Chairman of the Hongkong and Shanghai Banking Corporation Limited and an independent non-executive director of HSBC Holdings plc. Mr. Fung holds an Honorary Doctorate of Business Administration from the Hong Kong University of Science and Technology. Mr. Fung has acted as a Non-executive Director of the Board since September 2004.



Mr. Li Keping

Aged 49, is a Non-executive Director of the Board and Director of the Investment Department of the National Council for Social Security Fund. Mr. Li has served as Deputy Chief and Assistant Inspector at the Department of Macro System of the State Office of System Restructuring of the State Council of China. Mr. Li holds a bachelor's degree in Economics. Mr. Li has acted as a Non-executive Director of the Board since September 2004.



Mr. Li Zexing

Aged 41, is a Non-executive Director of the Board and Deputy General Manager of the Legal and Research Department of China SAFE Investments Ltd. Mr. Li has served as Assistant Inspector of the Division of Reserve Management of SAFE. Mr. Li holds a master's degree in Economics. Mr. Li has acted as a Non-executive Director of the Board since September 2004.



Mr. Gao Shiqing

Aged 44, is a Non-executive Director of the Board and Deputy General Manager of Capital Airports Holding Company. Mr. Gao has served as Deputy Director of the Planning, Development and Finance Department of the Civil Aviation Administration of China. Mr. Gao holds a master's degree in Engineering. Mr. Gao has acted as a Non-executive Director of the Board since September 2004.



Mr. Shen Weimin

Aged 58, is a Non-executive Director of the Board and Chief Economist of Shanghai Tobacco (Group) Corp. Mr. Shen has served as Deputy Chief Accountant of Shanghai Tobacco (Group) Corp. Mr. Shen graduated from Shanghai Television University. Mr. Shen has acted as a Non-executive Director of the Board since June 2004.



Mr. Li Guanglin

Aged 41, is a Non-executive Director of the Board and Director and Chief Accountant of Yuxi Hongta Tobacco (Group) Co., Ltd. Mr. Li has served as Chief of the Accounting Office of Yunnan Provincial Tobacco Company. Mr. Li graduated from Yunnan College of Finance and Trade. Mr. Li has acted as a Non-executive Director of the Board since July 2003.



Mr. Qian Ping

Aged 41, is a Non-executive Director of the Board and Chief Accountant of Shandong Power (Group) Company and Deputy General Manager of Yingda International Trust and Investment Ltd. Mr. Qian has served as Deputy Chief Accountant and Director of Finance Department of Shandong Electric Power Corporation and Deputy Director of Jinan Power Supply Bureau. Mr. Qian holds a bachelor's degree in Engineering. Mr. Qian has acted as Non-executive Director of the Board since August 2005.



Mr. Xie Qingjian

Aged 62, is an Independent Non-executive Director of the Board and Counselor of the PBC. Mr. Xie has served as Governor of the Nanjing Branch, Deputy Governor of the Shanghai Branch and Governor of the Zhejiang Branch of the PBC. Mr. Xie holds a master's degree in Economics. Mr. Xie has acted as an Independent Non-executive Director of the Board since September 2004.



Mr. Ian R. Wilson

Aged 65, is an Independent Non-executive Director of the Board. Mr. Wilson has served as General Manager for the regions of Hong Kong, China and Northeast Asia, and General Manager for the regions of Middle East and South Asia of Standard Chartered Bank. Mr. Wilson has acted as an Independent Non-executive Director of the Board since September 2004.



Mr. Thomas J. Manning

Aged 50, is an Independent Non-executive Director of the Board and Chairman of China Board Directors LLC. Mr. Manning has served as Managing Director of Bain & Company, Chairman and CEO of Cap Gemini Ernst & Young Asia Pacific and Chairman and CEO of Ernst & Young Consulting Asian Pacific. Mr. Manning holds a master's degree in Business Administration. Mr. Manning has acted as an Independent Non-executive Director of the Board since September 2004.



Mr. Herbert Hui Ho Ming

Aged 47, is an Independent Non-executive Director of the Board, Deputy Chairman of Ocean Grand Holdings Ltd. and Ocean Grand Chemicals Holdings Ltd and Chairman of the Hong Kong Institute of Directors Ltd. Mr. Hui has served as Deputy Executive Director and head of the listing division of the Hong Kong Stock Exchange. Mr. Hui holds a bachelor's degree in Law. Mr. Hui has acted as an Independent Non-executive Director of the Board since April 2005.

Mr. Chen Qingtai

Aged 68, is an Independent Non-executive Director of the Board, researcher of the Development Research Center of the State Council and Dean of the School of Public Affairs of Tsinghua University. Mr. Chen has served as Deputy Director of the Development Research Center of the State Council. Mr. Chen graduated from the Tsinghua University. Mr. Chen has acted as an Independent Non-executive Director of the Board since April 2005.

Directors, Supervisors, Senior Management and Staff (Continued)

(2) Profile of Supervisors

Mr. Cui Leiping, 59, joined the Bank in September, 2004 and is Chairman of the Board of Supervisors. Mr. Cui has served as Chairman of the board of Supervisors for the Agricultural Bank of China, Chairman of the board of supervisors for the Bank of China, Special Envoy of the National Audit Office based in Shanghai and Xi'an, and Deputy Director of the Department of Petrochemical Industry of Shaanxi Province. Mr. Cui holds a master's degree in Business Administration.

Mr. Ning Jinbiao, 48, is a Supervisor of the Bank and a Deputy General Manager of Huaneng Capital Service Co., Ltd. Mr. Ning has served as Deputy Director of the Local Tax Bureau, Mayor of Qinhuangdao City and Deputy Director of the Finance Department of Hebei Province. Mr. Ning holds a PhD in Economics. Mr. Ning has acted as a Supervisor of the Bank since June 2004.

Mr. Teng Tieqi, 48, is a Supervisor of the Bank and a Director and Deputy General Manager of China FAW Group Corporation. Mr. Teng has served as Special Manager, Director and Director of the Department of Planning and Finance of China FAW Group Corporation. Mr. Teng holds a master's degree in Engineering. Mr. Teng has acted as a Supervisor of the Bank since September 2004.

Mr. Ji Keliang, 66, is a Supervisor of the Bank, Chairman and Chief Engineer of China Guizhou Maotai Liquor Company Limited, Director and Chief Engineer of Guizhou Maotai Co., Ltd. Mr. Ji has served as plant manager and Chairman of Guizhou Maotai Co., Ltd. Mr. Ji graduated from Wuxi Light Industry College. Mr. Ji has acted as a Supervisor of the Bank since September 2004.

Mr. Liu Qiang, 39, is an External Supervisor of the Bank and Chief Accountant of Daqing Petroleum Administration Bureau. Mr. Liu has served as Deputy Chief Accountant and Manager of the Financial Asset Department of Daqing Petroleum Administration Bureau. Mr. Liu holds a master's degree in Economics. Mr. Liu has acted as an External Supervisor of the Bank since June 2004.

Ms. Chen Zheng, 37, is an External Supervisor of the Bank and Manager of the Financial Assets Department of Nanjing State-owned Assets Investment Management Holding (Group) Co., Ltd. Ms. CHEN has served as Department Manager of Nanjing International Trust and Investment Corporation. Ms. CHEN holds a master's degree in Management. Ms. Chen has acted as an External Supervisor of the Bank since September 2004.

Ms. Liu Sha, 50, joined the Bank in November, 2004 and is an Employee Supervisor of the Bank and General Manager of the Department of Audit of Northern China. Ms. Liu has served as Secretary of our Board of Supervisors, a full-time Supervisor of the Bank designated directly by the State Council, a full-time Supervisor of China Galaxy Securities Company Limited designated directly by the State Council and Deputy Chief of the Local Tax Bureau of Jinan City, Shandong Province. Ms. Liu graduated from the Dongbei University of Finance and Economics.

Ms. Chen Qing, 45, joined the Bank in November, 2004 and is an Employee Supervisor and Director of the General Office of our Board of Supervisors. Ms. Chen has been designated by the State Council as a full-time Supervisor of Agricultural Bank of China and a full-time Supervisor of Bank of China. Ms. Chen holds a bachelor's degree in Economics.

Mr. Li Jun, 55, joined the Bank in September, 1994 and is an Employee Supervisor and Deputy Director of Labour Union Committee of the Bank. Mr. Li graduated from Marine Politics College in the People's Republic of China.

(3) Profile of Senior Management

Mr. Zhang Jianguo, 51, joined the Bank in September 2001. He is Vice Chairman of the Board and President of the Bank. Mr. Zhang has served as Executive Vice President of the Bank, General Manager of the International Business Department and Deputy President of the Tianjin Branch of the Industrial and Commercial Bank of China. Mr. Zhang holds a master's degree in Economics.

Mr. Li Jun, 49, joined the Bank in October 1990. He is an Executive Director of the Board and Executive Vice President of the Bank. Mr. Li has served as Controller General of the Bank and President of the Bank's Wuhan Branch. Mr. Li holds a master's degree in Economics.

Mr. Peng Chun, 44, joined the Bank in January 1994. He is an Executive Director of the Board and Executive Vice President of the Bank. He has served as Assistant President of the Bank, President of Guangzhou Branch, President of Nanning Branch, and President of Urumqi Branch. Mr. Peng holds a master's degree in Economics.

Mr. Qian Wenhui, 44, joined the Bank in October, 2004 and is Executive Vice President of the Bank and President of the Bank's Shanghai Branch. Mr. Qian has served concurrently as General Manager of the Assets and Liabilities Management Department and Director of Restructuring Office of China Construction Bank, and Deputy President of the Shanghai Branch of China Construction Bank. Mr. Qian holds a master's degree in Economics.

Mr. Wang Bin, 47, joined the Bank in January 2000. He is Executive Vice President of the Bank. Mr. Wang has served as President and Deputy President of the Beijing Branch and President of the Tianjin Branch of the Bank. Mr. Wang holds a master's degree in Economics.

Mr. Dicky Peter Yip, 59, joined the Bank in April 2005. He is Executive Vice President of the Bank. Mr. Yip has served as Chief Executive of China Business at China Representative Office, Senior General Manager of Personal Banking Services, and Assistant General Manager and Deputy Chief of Personal Financial Services of the Hongkong and Shanghai Banking Corporation Limited. Mr. Yip holds a master's degree in Business Administration.

Ms. Yu Yali, 48, joined the Bank in February 1993. She is Chief Financial Officer of the Bank. Ms. Yu has served as General Manager of the Budget and Finance Department and Deputy President of the Zhengzhou Branch of the Bank. She holds a master degree in Business Administration.

Mr. Hou Weidong, 46, joined the Bank in April 2002. He is Chief Information Officer of the Bank and has served as General Manager of the Information Technology Management Department of the Bank, Deputy General Manager of the Computer Department of the Bank, Deputy General Manager of the Technology Support Department, and General Manager of the Data Center of Industrial and Commercial Bank of China. Mr. Hou holds a PhD degree in economics.

Directors, Supervisors, Senior Management and Staff *(Continued)*

(3) Profile of Senior Management *(Continued)*



Mr. Zhang Jianguo
Vice Chairman, President

Mr. Peng Chun
Director
Executive Vice President

Mr. Wang Bin
Executive Vice President

Ms. Yu Yali
Chief Financial Officer



Mr. **Hou Weidong**
Chief Information Officer

Mr. **Dicky Peter Yip**
Executive vice President

Mr. **Qian Wenhui**
Executive Vice President

Mr. **Li Jun**
Director
Executive Vice President

Directors, Supervisors, Senior Management and Staff (Continued)

2 CHANGES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT DURING THE REPORTING PERIOD

(1) Change of Directors

As Mr. Qiao Wei reached retirement age, he tendered his resignation as Vice Chairman and Vice President of the Bank with effect from 1 August 2005. Each of Mr. Or Ching Fai and Mr. Li Ruge tendered their respective resignations as Non-executive Director due to personal reasons with effect from 1 August 2005. In order to fill the above vacancies, on 22 August 2005, it was approved at the 9th Session of the 4th Board of Directors to appoint Mr. Peng Chun as an Executive Director, and Mr. Peter Wong Tung Shun and Mr. Qian Ping as Non-executive Directors with effect from the same date.

(2) Change of Supervisors

Ms. Yin Baoyu tendered her resignation to the 4th Board of Supervisors as Supervisor on 1 November 2005 for having reached her retirement age. Following an election by the Bank's employees in a democratic manner on 3 November, 2005, Mr. Li Jun was elected as an Employee Supervisor at the 4th Session of the Board of Supervisors for a term until the end of the tenure of the 4th Board of Supervisors.

(3) Change of Senior Management

On 5 April 2005, it was approved at the 6th Session of the 4th Board of Directors to appoint Mr. Dicky Peter Yip as Executive Vice President. On 31 May 2005, it was approved at the 8th Session of the 4th Board of Directors to appoint Mr. Wang Bin as Executive Vice President.

3 NUMBER, QUALIFICATIONS AND EDUCATION ATTAINMENT OF STAFF

As at the end of the reporting period, we employed a total of 57,323 staff members, among whom 599 (approximately 1.04%) were senior staff members, 14,615 (approximately 25.49%) were medium staff members. There were 1,221 employees (approximately 2.13%) who had postgraduate degrees, 19,539 employees (approximately 34.09%) who had undergraduate degrees and 30,014 (approximately 52.36%) who had college and professional training education.